

Bartlett Regional Hospital

Minutes
BOARD OF DIRECTORS MEETING
September 24, 2021 – 12:00 p.m.
Zoom videoconference

CALL TO ORDER – Meeting called to order at 12:00 p.m. by Kenny Solomon-Gross, Board President

BOARD MEMBERS PRESENT

Kenny Solomon-Gross-President	Rosemary Hagevig, Vice-President	Brenda Knapp
Mark Johnson, Secretary	Hal Geiger	Iola Young
Deb Johnston	Lance Stevens	

ABSENT - Lindy Jones, MD

ALSO PRESENT

Kathy Callahan, Interim CEO	Dallas Hargrave, HR Director	Rob Palmer, CBJ Attorney
Anita Moffitt, Executive Assistant		

APPROVE AGENDA – *MOTION by Ms. Hagevig to approve the agenda as presented. Ms. Knapp seconded. There being no objections, agenda approved.*

PUBLIC PARTICIPATION – None

APPROVAL OF THE MINUTES - *MOTION by Ms. Hagevig to approve the minutes from the September 18, 2021 Special Board of Directors Meeting. Mr. Johnson seconded. There being no objections, minutes approved.*

LEADERSHIP CONFERENCE – Mr. Solomon-Gross has talked with Ms. Callahan about the Board members attending the Leadership Conference in Colorado. They both agree that board training is very important at a time like this. All board members, with the exception of Mr. Johnson, still plan to attend. Ms. Hagevig suggests everyone bring their iPads to be able to conduct business.

CEO RECRUITMENT – Mr. Hargrave provided an overview of the Interim CEO Recruitment Timeline included in the packet. This week he has gathered potential candidate information and drafted a recruitment plan and a selection plan. Selection materials will be talked about in executive session. If the Board decides to follow this process, the following will happen today: An ad-hoc Interim Recruitment Committee will be formed, recruitment plans will be approved with any recommended changes and candidates will be selected for the recruitment committee to interview. Next week, the Recruitment Committee will interview selected candidates via Zoom. Reference checks will be conducted by staff after interviews are conducted. The week of October 4th, the Recruitment Committee will present a recommendation regarding longer term CEO candidates to the Board. After the Board approves, Mr. Hargrave would negotiate the interim CEO arrangement based on the guidance provided by the Board. If

all goes as planned, the Board would appoint the interim CEO on the week of October 11th and onboarding background checks would be performed. The interim CEO would begin the week of October 18th or 25th allowing a one to two week overlap with Ms. Callahan, the current interim CEO. This is a rough time frame, things may move quicker or slower based on the candidates. This does need to move quickly as Ms. Callahan's Interim CEO Agreement is only for a 6 week period.

EXECUTIVE SESSION – MOTION by Ms. Knapp to recess into executive session as written in the agenda to discuss the interim CEO selection process and personnel matters that tend to prejudice the reputation and character of any person. Ms. Hagevig seconded. The Board entered executive session at 12:10 p.m. They returned to regular session at 1:00 p.m.

Ms. Hagevig made a MOTION that the Board accept the proposed candidate recruitment schedule as provided by the HR Director. Ms. Knapp seconded. There being no objection, MOTION approved.

Ms. Hagevig made a MOTION that relates to the questions and methodology for the interviews and notes that the Board has reviewed the draft and is sending it back to the HR Director for further refinement. Ms. Knapp seconded. There being no objection, MOTION approved.

Mr. Solomon- Gross named the members of the ad-hoc Recruitment Committee. Mr. Solomon-Gross will chair the committee and Ms. Knapp, Mr. Geiger and Ms. Hagevig will serve on the committee.

COMMENTS – Ms. Knapp thanked Mr. Hargrave for all of his time and hard work. Mr. Solomon-Gross thanked the Board for being so flexible for meetings. Ms. Hagevig welcomed Ms. Callahan and thanked her for coming out of retirement and being so flexible in making herself available. Mr. Johnson thanked Ms. Callahan for calming this situation at the moment.

Mr. Hargrave will send the Ad Hoc Committee the information and scoring questions for Monday's meeting. Ms. Hagevig stated that she has had internet issues during this meeting and initiated a discussion about holding in person meetings for these interviews. Ms. Callahan reported the hospital is full and we had to cancel one elective surgery. The situation is being monitored daily. We have a number of people waiting for discharge placement which will alleviate some of the issues. Staff has really stepped up to fill the holes in staffing and have done some amazing work to take good care of our patients. They are weary so we have to be careful in how we proceed and what we are able to accommodate within the hospital. We closed the withdrawal management program to admission for now so staff are able to work within the hospital and not be pulled for that service at this time. Mr. Solomon-Gross feels that meetings should continue to be held virtually for now. Due to internet issues, a space will be made available for Ms. Hagevig to participate in the interim CEO interviews on the BRH campus.

NEXT MEETING: 5:30 p.m. – Tuesday, September 28, 2021

ADJOURNMENT: 1:12 p.m.